

**MAINTENANCE OF HEALTH AND SAFETY OF  
WOMEN GARMENT WORKERS:  
A STUDY OF SOUTH EAST TEXTILE (PVT) LIMITED**



**MA in Governance and Development**  
**BRAC Institute of Governance and Development, BRAC University**  
**Dhaka-1212, Bangladesh**

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**A dissertation in partial fulfillment of the requirements for the  
Degree of Master of Arts in Governance and Development**

**Submitted by**

**Nasima Begum**

ID-14272020

MAGD 5<sup>th</sup> Batch

MA in Governance and Development



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**BRAC Institute of Governance and Development, BRAC University  
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## **Declaration**

This is hereby declared that no part of this dissertation titled “Health and Safety of Women Garments Worker: A Case Study on South East Textile (Pvt.) Limited” has been submitted or published somewhere else. The entire dissertation is prepared for academic quest and only designed for the partial fulfillment for the degree of Master of Arts in Governance and Development. The research is submitted to The BRAC Institute of Governance and Development, BRAC University Authority with due acknowledgement of the cited text and norms of standard research works

.....

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## Supervisor Authorization

I hereby recommend and certify that this dissertation entitled “Maintenance of Health and Safety of Women Garments Worker: A Case Study on South East Textile (Pvt) Limited” is a research work conducted by Nasima Begum, MAGD 5th Batch, BU Student ID No. 13372020 under my supervision for partial fulfilment of the requirements for the degree of Master of Arts in Governance and Development in The BRAC Institute of Governance and Development, BRAC University, Dhaka, Bangladesh.

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## **Dedication**

**Dedicated to**

**My Husband Tariquel Islam Talukder**

*Who sacrifice his romantic moment.....*

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## Abstract

The Garment and textile sector in Bangladesh is in point of fact the lifeline for both urban and rural poor in terms that it is the only major labour demanding sector with huge employment generating potential. Half of the Bangladesh population is still dependent on agriculture, facing the worst poverty situations. There is a fast growing service sector and it contributes about 50 percent of GDP, but its contribution in employment is only 34.6 percent. Despite the phenomenal success of the RMG sector, poor working conditions in the factories and the lack of social compliance are other serious concerns. Recent massacre of Rana plaza and Tazreen Fashions reflects the untold story of Safety and Workplace Conditions in the garment and textile sector in Bangladesh. It has been the subject of much concern lately caused by several recent deadly disasters claiming hundreds of human lives and resulted in much debate, both in the country itself and internationally among stakeholders such as buying houses, producers, employers' associations, trade unions, governments, and NGO's. The research aim to figure out the unresolved issues regarding Health and safety status of the garments workers, states the necessity of Health & Safety policies in work place and attempts to provide a useful guideline for building proper Health & Safety plan for present garments manufactures& exporters.

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# Chapter 1

## Introductory Part

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- 1.1 Introduction
- 1.2 Background of the study
- 1.3 Rationale of the study
- 1.4 Research questions
- 1.5 Objective of the study
- 1.6 Limitations of the study
- 1.7 Organization of the Report

## 1.1 Introduction

Bangladesh as a talented tiger has largest democracy with the continuous economic growth 6%- 7.5%. Resilient high growth economy leads to new businesses, everyday in every possible sector. Taking Purchasing Power Parity (PPP<sup>1</sup>) into account Bangladesh is the 44th largest economy in the world. JP Morgan has included Bangladesh among their shortlists of “transitional states likely to succeed”.(Citation) Bangladesh is also listed in the N-11<sup>2</sup> (next 11) by the Goldman Sachs Group, Inc. RMG, the mainstay of Bangladesh economy, accounts for 78% of country’s export economy.

Bangladesh became the second-largest ready-made garment (RMG) hub after China. But the sector has recently been under threat country in the world. During the fiscal year 2010-2011 RMG export totaled USD17.91 billion, a 43% increase over previous year. Recently WTO has ranked Bangladesh as the 4th largest exporter of readymade garments “in the world. Textiles and Readymade Garments” sector contributes 13%of GDP and employs more than 3.6 million people, including 80% of them is women. The industry has created a platform for 2.8 million women to engage in new productive role in the society and empowering them, RMG is playing a significant role to improve poverty through skills development and employment generation. Around 20 million people are directly and indirectly depending on this sector for their immediate livelihoods. It has brought benefit and blessings for millions of people in the country. Along with bringing recognition and positive appraisal for the nation, textile and RMG industry also hold the record of experiencing some worst industrial accidents in the country. Since 1990, 22 factory fires took the lives of nearly 300 garment workers and injured more than 2,500(World Bank statistics, June 2000). Recent tragedies include a fire in a garment factory near Dhaka in January 2011, where killed at least 22 workers. Last May 2010, seven people died in a stampede following a false fire alarm. In November 2000, at least 48 workers died and more than150 were injured when they were trapped behind a locked fire exit of a burning factory. The worst industrial accident in Bangladesh's history happened in the early hours of April 2011. This year when a nine-storey factory

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<sup>1</sup> PPP-Purchasing Power Parity

<sup>2</sup> Next 11



collapsed and ended the lives of 149 garment workers, who were performing nightshift duties at a factory of Spectrum Sweater Industries Ltd. in Palashbari, located some 30 km off the city of Dhaka. Fire incidents have killed more than 350 workers since 1990. A factory collapse killed 60 workers in 2005 here unaccounted for other non-fatal injuries-falls, machinery related, struck by/against, cutting & piercing, etc. Sudden collapse of 7storied garments factory “Rana plaza” in Savar on April 24 2013, is the most horrible occurrence in the world history which took lives of roughly 1200 workers and left more than 200 people still traumatized. The of hazards in the Garments Industry of Bangladesh includes jam-packed conditions, exposed operating machines, electrical connections are crude and unsafe, a few or no fire extinguishers inaccessible or malfunctioning, no fire practice is ever performed, managers and workers are not trained to understand health and safety issues, stairs and floors used as storage; gates remain closed even in emergency; factory not designed as commercial facility, narrow aisles for fire-fighters to enter and rescue (Musarrat, 2001). Taking advantage of poor surveillance of concerned authority’s rules, laws and codes are often violated in construction sector of our country and factory buildings are no exception. Since May 2006, the Bangladesh RMG Industry has been beset with very serious labour unrest, resulting in large-scale damage to garments factories by the workers and at times threatening the very existence of this industry. The major disputes concern wages, working hours, appointment procedures, forced labour, child labour, health and safety, security, gender discrimination and sexual harassment, and trade unionism. Non-compliance of workplace health, safety and security regulations lead to hazardous work environments in which many workers become sick or injured, or lose their lives through accidents, fires and stampedes (Delap E., 2001). Overall, according to a monitoring report by the Fair Labour Association (2005, cited in Bansari, 2010) entitled Workplace Code of Conduct Violations in Clothing Factories, Bangladesh performs poorly compared with other Asian countries in the areas of awareness of labour standard codes, forced labour, and harassment, although violations of working hour standards are slightly lower than the other Asian countries except China. However, labour standards in the RMG sector in Bangladesh are generally considered to be poor, they are lower than in comparable. As a result, the RMG industries in Bangladesh have been facing considerable pressure from international buyers for compliance with their Codes of Conduct. The ILO Declaration on Fundamental Principles and Rights at Work (1998) contains minimum labour standards (ILO, 2006). The ILO governing body has developed eight core conventions, covering

four fundamental principles and rights: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation (ILO, 2000). As a signatory to the ILO3 conventions Bangladesh has ratified the ILO core conventions, but a survey undertaken by Bansari in 2007 found that implementation is poor, and that compliance with international labour standards has declined in several areas, especially union rights, anti-discrimination provisions, and other labour standards related to wages and hours. In the conditions as abovementioned, this paper is proposed to appraise the design of garments factories from a safety point of view. The paper would focus on literatures, interviews and case study on previous incidence to find out the health and safety issues of the garments workers in a RMG (Ready Made Garments) factory. The study would propose suggestion to alleviate the chances of casualty in RMG factories.

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<sup>3</sup> International Labor Organization

## 1.2 Background of the study

Bangladesh is one of agro base country. Till now its depends on agriculture. However in now there is another emerging sector in our country this is Ready Made Garments (RMG). It is the largest earner of foreign currency. Since 1970 readymade garment started in Dhaka at Kamalapur like small tailoring shop. The readymade garments sector has increase an exponential growth since 1980s. This sector made significance contribution to the GDP<sup>4</sup>. Around 4.2 million women worker are working in this sector whose are come from low income family to survive their social and economic status. In the 1980s, there were only 50 factories employing only a few thousand people. Currently, there are 4490 manufacturing units. The RMG sector contributes around 76 percent to the total export earnings. In 2007 it earned \$9.35 billion. This sector also contributes around 13 percent to the GDP, which was only around 3 percent in 1991. Of the estimated 4.2 million people employed in this sector, about 50 percent of them are women from rural areas. In 2000, the industry consisting of some 3000 factories employed directly more than 1.5 million workers of whom almost 80% were female. USA is the largest importer of importer of Bangladeshi RMG products, followed by Germany, UK, France and other E.U countries. A large number of women work in readymade garment industries, the source of 70 percent of Bangladesh's foreign exchange. Significant numbers of women work as government worker. Their contributions play a significant role of our country economic condition and fill up gender equity. Their activities, in turn, contribute change of usual values gender roles of Bangladeshi women. The present study on Health and Safety of Women Garment workers is a modest effort to show how health and safety of garment workers could be improved. The garment sector will be highly benefited through the study of the future planners will be benefited to do plan for the health & safety issues of the garment workers throughout Bangladesh. Regarding Law Related to Health & Safety of Women Garment employees. Labour Law regulates matters, such as, labour employment, remunerations, and conditions of work, trade unions, and labours management relations. They also social laws regulating such aspects as compensation for accident caused to a worker at work, fixation of minimum wages, maternity benefits, sharing of the company's profit by the workers, and so on. Most of these legal instruments regulate

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<sup>4</sup> Gross Domestic Product

rights and responsibilities of the working people. Recent fire at the Tazreen Fashions garment factory and Rana Plaza collapse has brought the permanent challenge of worker safety into the spotlight once again. Our country image is now facing crises given the constant pressure to lower costs and the dearth of meaningful government oversight; businesses are continually tempted to reduce costs at the price of worker safety. There are much accident happened in country and worker deaths are not new in Bangladesh, and some important changes, fires and other tragic accidents continue. The question today is whether the scope of the Tazreen and Rana Plaza tragedy were significant enough to lead to more meaningful changes in the garment sector and the broader economy. This study explores the issue of worker safety in the garment industry.

### 1.3 Rationale of the study

This report will be very productive and helpful for any ready garments manufacturer for ensuring proper Health & Safe environment within his/her organization by establishing a proper Health & Safety plan. Not only that this report will provide formal guidelines lines for building the HS<sup>5</sup> Policy, but on the other hand it will help the manufactures to understand the necessity of the policy because example of developed countries & few goods manufactures are mentioned here. From the case study of past unexpected incidents the garments manufactures can discover that what kind of loss in the previous various garments organizations occurred because of lack of Health & Safety policy.

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<sup>5</sup> health safety

## 1.4 Research questions

How Working conditions and environment are affecting female garments workers? Are they aware about occupational safety and health rights issues?

What type of training and awareness program organize factory management for them at workplace?

## 1.5 Objective of the study

The objectives of the study are as follow:

- ✚ To know working environment of the women Garment employees of South East Textiles (Pvt.) Ltd.
- ✚ To examine the health and safety practice regarding the women Garment employees of South East Textiles (Pvt.) Ltd.

## 1.6 Limitations of the study

Although the women garment employees were very much polite and quite friendly and cooperative enough. But the researcher had to face some limitations while doing this study. These include:

- Time constraints
- This study has given focused only on South East Textiles (Pvt) Ltd. And also given concentration on women worker health issues. There are lots of garment factories in the same area, this study did not consider other textile organization. Qualitative method is a popular in research, but this study is based on mostly quantitative questionnaire survey method.

## 1.7 Organization of the Report

The dissertation report has organized accomplished with six chapters. The initial chapter describes the study background and, context, statement of the problem, rationale of the study research question and objective, research methodology, its limitation, and finishing with the organization of the study.

The second chapter focuses on company profile, for example, company site and its working activities, management, and manpower.

The third chapter describes reviews of literature, labour law, Bangladesh labour law and its historical overview, enforcement of labour law in our country, law related to health and safety of women RMG employee, concept of worker health, and worker safety in the RMG sector. The fourth chapter accomplish with research methodology, research design, interview method, sampling method, procedure of collecting data, analysis procedure, reliability and validity, and ethical consideration. Chapter five explain with data analysis finally chapter six describes recommendation and conclusion.

## Chapter 2

### Company Profile

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2.1 Factory Site

2.2 Company Profile

2.3 Company Principle Summery

## 2.1 Factory Site

The South East Textiles (Pvt.) Ltd. a galaxy of the large scaled backward linkage knit composite units located at Gorai, Mirzapur, Tangail, one of the biggest Industrial belts of the country with an easy access by highway road.

The South East Textiles (Pvt.) Ltd. is one of the key sister-concerns of The Interstoff that stands in height symbolizing the glorious heritage of the unmatched achievements based on higher operational efficiency. It is their tradition to move ahead to get continual expansion through innovations & inventions and research works. For their, it is usual to use-up wide Variety of rich materials for quality garments products with the firm commitment of making the right-timed delivery retaining no least scope for any deviation.

SETL is always guided by a belief in the importance of a concern for reliability & quality in the comprehensive service package, they offer. They have been better able to bring both local & foreign customers in to a common single venue for effectual deals. They frequently initiate steps to review quality management system intensifying follow-up & monitoring drive based on reviewed policy-package in the context of global need to put thing in order. Management and Industrial Engineering units comprising foreign & local experts closely assist the co-ordination team to combine closeness to the widely accepted global practices with critical insights to get things working accurately. The key secrets to the all round success of SETL<sup>6</sup> is the development of corporate culture backed by well-combined team-efforts with an extensive network and integrated customer facilities strictly adhering the prescribed compliance regulations ensuring service excellence. They always try to devote best professional efforts to confirm the commitment in terms of quality, quantity & right-timed delivery etc to meet the growing need of the customers.

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<sup>6</sup> South East Textiles limited



## 2.2 Company Profile

This profile describes all about the resources with a major focus on land, man, machinery including customers & product-profiles to support the understanding of the readers. They are confident; it will encourage them to give us the first choice.

Nature of the Company	: Private Limited Company.
Nature of the Project	: 100% export Oriented Company.
Year of the establishment	: 2010.
Factory Address	: Gorai, Mirzapur, Tangail.
E-mail	: jamal@icl.bdrmg.com,info@icl.bdrmg.com.
Dhaka Office	: HOUSE # 43, ROAD # 35/A (NEW), Gulshan-2, Dhaka-1212 Bangladesh.
Board of Director	: Mr. Nazim Uddin, Chairman.
Total Sewing Line	: 39 Nos
Monthly capacity (GD)	: 1000000 pcs.
Production Lead Time	: 90 days
Type of Manufacture	: 100% Knit Vertical Composite Factory
Production Information	: 100% Knit Garments Manufactures
Major Customer	: Tesco, Sainsbury, Debenhams
Certification of the Factory	: WRAP, ISO 9001:2008, CTPAT & Oeko-Tex, SEDEX
Total Manpower	: 3000

## 2.3 Company Principle Summery

**Principle 1:** Compliance with Laws and workplace regulations-Manufactures of sewn products will comply with law and regulation in all locations where they conduct business.

**Principle 2:** Prohibition of force labour- Manufactures of sewn products will not use involuntary or forced labour- indentured, bonded and otherwise.

**Principle 3:** Prohibition of Child labour-- Manufactures of sewn products will not hire any employee under the age of 14, or under the age of interfering compulsory schooling or under the minimum age of established by law, whichever is greater.

**Principle 4:** Prohibition of Harassment of abuse- Manufactures of sewn products will provide a work environment free of harassment, abuse or corporal punishment in any form.

**Principle 5:** Compensation and Benefits- Manufactures of sewn products will pay at least minimum compensation required by local law, including all mandated wages, benefits and additional payments.

**Principle 6:** Hours of Work-Hours worked each day, and days worked each week shall not exceed the legal limitations of the countries in which sewn products are produced. Manufactures of sewn products will provide one day off in every seven day period, except as required to meet urgent business needs.

**Principle 7:** Prohibition of Discrimination-Manufactures of sewn products will employ, pay promote and terminate workers on the basis of their ability to do the job, rather than on the basis of their personal characteristics or beliefs.

**Principle 8:** Health and Safety- Manufactures of sewn products will provide a health and safety work environment.

## Chapter 3

### Literature Review, Analytical Framework

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3.1 Literature Review

3.2 Accident of Readymade Garment in Bangladesh

3.3 Bangladesh Labour Laws: Historical Overview

3.4 Labour law in Bangladesh

3.5 Law Related to Health and Safety of Women Garment Workers

3.6 Establishments

3.7 Weekly Holidays Act

3.8 Relation of Industrial Rule

3.9 Condition of service

3.10 Wages

3.11 Security of Social condition

3.12 Women workers

3.13 States of Occupational Safety & Health in Bangladesh

3.14 The Concept of Employee's Health;

3.15 A Physical Health

3.16 A Mental Health

3.17 The Concept of Employee's Safety

3.18 Worker safety in the RMG industry

3.19 Analytical Framework: maintenance of health and safety of women garments worker:

### 3.1 Literature Review

Many researchers have investigated working conditions in the Bangladesh garments industry. In fact Working conditions in the RMG sector are below standard and do not meet the ILO standards. Labour standards and rights are commonly ignored in the RMG factories in Bangladesh: poor practices include the absence of trade unions, informal recruitment, and irregular payment, sudden termination, wage discrimination, excessive work, and abusing child labour. Moreover workers suffer various kinds of diseases due to the unhygienic environment and a number of workers are killed in workplace accidents, fires and panic stampedes. Absence of an appropriate mechanism to ensure the enforceability of the available laws for protecting workers' rights and maintaining workplace safety continues to be a concern in the RMG sector. As the sector is an important foreign exchange earning component, some changes are required.

Working conditions in the RMG sector frequently violate international labour standards, and Codes of Conduct (Qudus and Uddin S., 1993; Dasgupta S., 2002). Dasgupta, S. (2002). "Attitudes towards Trade Unions in Bangladesh, Brazil, Hungary and Tanzania", Journal Article on International Labour Review, Vol. 14 (1), 2002.

Recruitment policies are highly informal compared to western standards and there are no written formal contracts and appointment letters. They are therefore vulnerable to losing their jobs at any time. However, fear of losing their jobs and lack of alternative job opportunities compel workers to continue in unsatisfactory employment (Bansari, 2010). Bansari, N. (2010). Textile and Clothing Sector in Post MFA Regime: A Case from Bangladesh, Gender and Trade, Commonwealth Secretariat, 23 <http://www.genderandtrade.org>

Kumar, A. (2006). "Bangladesh: Industrial Chaos Worsens Political Instability", South Asia Analysis Group, Paper No.1852, <http://www.southasiaanalysis.org>, viewed on 05/09/2013. Kumar (2006) focuses; Garments workers are concerned with long working hours or double consecutive shifts, personally unsafe work environment, poor working conditions, wage and gender discrimination. Indeed, employers treat the RMG workers as slaves, exploiting workers to increase their profit margins and keep their industry competitive in the face of increasing international competition (Kumar A., 2006).

Kumar, A. (2006). "Bangladesh: Industrial Chaos Worsens Political Instability", South Asia Analysis Group, Paper No.1852, <http://www.southasiaanalysis.org>, viewed on 05/09/2008.

Continuous work schedule, wage penalties, physical and verbal abuse are common. Women workers face physical abuse and sexual harassment inside as well as outside the factories, but management does not ensure the security of women workers. Alam M.J., Mamun, M.Z. and Islam, N. (2004). "Workplace Security of Female Garments Workers in Bangladesh", *Social Science Review*, Volume 21, No. 2, pp. 191-200. Alam (2004) suggested regulatory measures and its strict implementation and monitoring by the government agency that could overcome work place in security problem of garments workers in Bangladesh.

Work areas are often overcrowded with limited workspaces, causing occupational hazards such as musculoskeletal disorders and contagious diseases. Injuries, fatalities, disablement and death from fire and building collapses are frequent in the RMG sector (Majumder P, 1998). The absence of labour standards monitoring system and ineffective building codes, poor enforcement and outdated labour laws, and a lack of awareness of labour rights among workers.

In one of the most devastating fire accidents in the history of apparel industry of Bangladesh at least 112 workers are feared killed during the last weekend. This is not the first incident in Bangladesh. Since 2005 over 700 garment workers have been killed in unsafe workplaces. The apparel retailers in the west are once again on a denial mode and trying whatever it takes to shrug the responsibility off their shoulders. The recent fire is reported to have occurred in the plant of Tazreen Fashions and it is being alleged that the multi-stored building lacked emergency fire exits, as a result of which a significant number of deaths have occurred in a bid to jump out from the windows. Notably Bangladesh is the world's second largest apparel exporter after China yet so neglected when it comes to safety procedures. This incident is a clarion call for the apparel retailers who source from Bangladesh to finally take cognizance of the serious lapses in occupational health and safety protocols at the garment manufacturing factories that they source from. It is yet to be ascertained by the authorities if any underage garment worker was killed or injured in this fire accident.

Melancholic over the never ending fire accidents at the garment factories of Bangladesh, Mr. Kailash Satyarthi, Chairperson Global March against Child Labour said, “Garment workers’ safety seems to be of nobody’s concern. Neither the apparel retailers take proper remedial or pre-emptive actions to ensure that such untoward incidences do not occur at their sourcing hubs, nor does the Government agencies in Bangladesh wake up to assume their responsibilities for ensuring decent working conditions and basic safety for the workers”. Mr. Satyarthi asserted that in spite of multi-billion dollars being spent by corporate houses on private auditing to scrutinize the global supply chains on various parameters like respect for human rights, decent working conditions, occupational health and safety, etc, such ghastly incidents have continued to occur. All that the retailers retort to in such cases is severing ties with the supplier(s) subcontracting work to such factories where accidents occur or human rights’ violation is detected. It has been observed several times in the past that the retailers in a knee jerk reaction snapped business ties with suppliers where child labourers were found. This results in conditions even worse for the children when the manufacturing units are abruptly shut. With no rehabilitation plans for child labourers in place and the state not making enough efforts to rehabilitate them, children are left on streets to fend for themselves and are exposed to several other perils. Is this not running away from responsibilities? Continuous and sustainable engagement of the apparel buyers with suppliers for improving working conditions in the entire supply chain with the help of other stakeholders at field level in the long term will yield results in the best interest of all. Garment workers work at very low remunerations in abysmally poor conditions for producing garments that are sold at a fortune in the high streets of buyer countries. Global March Against Child Labour therefore appeals to consumers of the apparels to stand up for the rights of workers and start exerting pressure on apparel business houses to assume corporate social responsibility in true spirit and substance and clean up their supply chains. With the Christmas season on the anvil, Global March calls upon the consumers to make a resolution for enquiring from the retailer companies if the apparels that they were purchasing have been produced ethically. After all, consumers would certainly not want their hard earned money to be fuelling human rights violations in the other part of the world (<http://www.voanews.com/content/no-deaths-reported-in-latest-Bangladesh-f...>).

On the 24 April 2013 an eight-story building, the Rana Plaza, housing several garment factories collapsed in Savar, near Bangladesh's capital killing at least 1,133 innocent people. World's deadliest industrial disaster since Bhopal (India) tragedy of 1984 drew global attention to Bangladesh's poor safety record and irresponsible supply chain management of some of the world's best known clothing brands. Greed, corruption and ignorance are some of the reasons behind such disasters, according to US Ambassador to Bangladesh Dan W Mozena. He further said on September 2, 2013 that his country would not buy apparel items stained with the blood of Bangladeshi workers. Rana Plaza is not the only factory disaster in Bangladesh in recent years.

### **3.2 Accident of Readymade Garment in Bangladesh**

The following accidents occurred in the recent years in the readymade garment industry alone.

17 December 1990 - A fire at Sareka Garments killed 32.

1996 - A fire killed 22 at Lusaka Garments near Dhaka.

1997 - 22 died at Rahman & Rahman Apparels.

1997 - 27 died at Tamanna Garments (fire incident).

25 Nov 2000 - 53 people killed at a fire at the Sagar Chowdhury Knitwear and Garment factory in Narsingdi, 35 miles from Dhaka, including children from 10 to 14 years old. A locked gate stops them escaping.

2001 - 24 killed at Maico Sweater (fire incident).

2002 - 12 killed at Global Knitting (fire incident).

2004 - 9 killed at Misco Supermarket Building and 64 died (3 incidents) in different locations (fire incident and stampede).

2005 - 23 killed at Shan Knitting, Godnail, in January.

11 Apr 2005 - 64 people are killed when the Spectrum factory near Dhaka collapses. The disaster is blamed on illegal construction.

23 Feb 2006 - A fire killed 67 people at the KTS Textile Mill near the port city of Chittagong.

2006 - 6 died at Jamuna Spinning Mill.

2006 - 22 died at Phoenix Garments (building collapse).

25 Feb 2010 - A fire kills 21 workers at Garib & Garib Newaj factory in Gazipur, a garment factory hub near Dhaka.

14 Dec 2010 - A fire swept through Ha-Meem Group's That's It Sportswear factory at Narsinghapur in Ashulia killing at least 29.

2011 - 2 killed after a boiler explosion at Eurotex (fire incident).

24 Nov 2012 - A fire at the Tazreen Fashions factory near Dhaka kills 124.

26 Jan 2013 - Eight workers die in a fire at the Smart Fashions factory in Dhaka.

24 April 2013 - An eight-story building housing several garment factories collapsed in Savar, near Bangladesh's capital killing over 1,133 people.

08 May 2013 - A fire at the Tung Hai Sweaters Ltd. killed 9 people.

20 June 2013 - A fire broke out at the Tinni Garment Factory in the capital's Dakkhin Kamalapur area, fire service sources said.

09 July 2013 - A fire broke out at the Nakano International Company Limited garment factory in Ishwardi Export Processing Zone in Pabna. No casualties were reported.

19 July 2013 - A fire broke out at the MM Knitwear Factory in Konabari of Gazipur Sadar. No casualties reported.

11 August 2013 - A fire broke out on the fourth floor of the seven-storey JK Group factory building in South Dariapur of Savar outside the capital city. No casualties were reported.

31 August 2013 - A fire broke out at the Nipun Garment (Pvt) Ltd, on the second floor of Chourangi Super Market at Savar Bus Stand yesterday, gutting garment accessories. No casualties were reported.

15 September 2013 - A fire broke out at the Sicily Garments on the fifth floor of six-storey building at Nandipara of Madartek, in Dhaka. No casualties were reported.

09 October 2013 - At least 10 people have been killed in a fire at the Aswad Composite Mills Ltd. in the Gazipur industrial area, roughly 35 miles north of Dhaka. The fire broke out in a two-story unit of the factory.

26 November 2013 - At least 20 people were injured in two factory fire incidents at Zirabo and Tongabari in Ashulia on the outskirts of the capital.

28 November 2013 - Hundreds of angry readymade garment (RMG) workers set fire to three buildings of the Standard Group at Konabari Jarung in the upazila demanding a pay hike.

The workers also torched 31 vehicles inside the compound of which, 18 covered vans were fully loaded with goods. No causality was reported in the incident, reports our correspondent in Gazipur.



Table: 1.1 Year wise accidental type and death

Year	Number of Accidental death	Fire	Collapse	Stampede	Others
1990	32	fire			
1997	22	fire			
2000	53				
2001	24				
2002	12				
2004	9	fire		stamped	
2005	23+64				others
2006	67+6	fire			
2006	22		collapse		
2010	21+29	fire			
2011	2	fire			
2012	124	fire			
2013	8	fire			
2013	1113		collapse		
2013	20	Fire			

### 3.3 Bangladesh Labour Laws: Historical Overview

The labour law system is more than a century old in Bangladesh. The first labour law has been enacted in the Indian sub continent during the British period in 1881(Hossain, Ahmed and Akter, 2010). Subsequently, the British Government introduced several laws concerning different labour issues, such as, working hour, employment of children, maternity benefit, trade union activities, wage, etc. The Factories Act (1881), Workmen's Compensation Act (1923), Trade Unions Act (1926), Trade Disputes Act(1929), Payment of Wages Act (1936), Maternity Benefit Act (1939), and the Employment of Children Act (1938) are remarkable labour laws enacted during the British period (Jabbar, 2003). After the separation of the Indian sub-continent in 1947, almost all the laws during the pre partition period have been kept in force with some modifications and amendments, in the form of administrative rules, by the government of Pakistan (Hossain, Ahmed and Akter, 2010). After the independence in 1971, the government of

Bangladesh retained the previous laws through the Bangladesh Laws Order (President's Order No. 48). It also enacted additional laws in response to the changing circumstances and needs of the working class and the country. In 2006, the country adopted the revised Bangladesh Labour Law (BLL) of 2006. The BLL (Bangladesh Labour Laws) is fairly comprehensive and progressive. The law is a consolidation and updating of the 25 separate acts. The comprehensive nature of the law can immediately be gleaned from its coverage-conditions of service and employment, youth employment, maternity benefit, health and hygiene, safety, welfare, working hours and leave, wages and payment, compensation for workers in injury, trade unions and industrial relations, disputes, labour court, participation of workers in companies profits, regulation of employment and safety of dock workers, provident funds, apprenticeship, penalty and procedure, administration, inspection, etc. (Jabbar, 2003). The BLL is also considered an advance because it removes certain ambiguities in the old and diverse labour acts and aligns the labour law system with the core conventions of ILO. On the removal of ambiguities, the definition of a “worker” is now very specific. Another example may be the exclusion under the term “wages” of the following items - expense for housing facilities like lighting and water supply, contribution of employers to the provident fund, travelling allowances and other sums paid to worker that are needed to cover work-related expenses (Jabbar, 2003). The BLL<sup>7</sup> is also an advance because of its wider coverage, for instance, workers and staff of hospitals, nursing homes and even non-governmental organizations are now covered by the law. Moreover, certain welfare and social benefits have been improved or instituted, e.g., death benefit (financial support to family of deceased worker), application of provident fund benefit to all workers in the private sector, expansion of maternity benefit from 12 to 16 weeks, adoption of group insurance for establishments with 200 or more workers, and increased compensation for employee in work-related injury, disability and death (Hossain, Ahmed and Akter, 2010).

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<sup>7</sup> BLL-Bangladesh Labour Law

### **3.4 Labour law in Bangladesh**

The Labour (Amendment) Act 2013 makes a large number of amendments to the Labour Act 2006 and, particularly, introduces several provisions aimed at improving workplace safety. Among others, the amended legislation now requires the creation of safety committees in factories with 50 workers or more, the establishment of workplace Health Centres in workplaces with over 5000 employees and safety welfare officers in workplaces with more than 500. Under the amendments compensation for work-related deaths is provided after two years in employment, compared to the current three years period. Workplaces of over 500 employers are required to arrange for and cover the cost of treatment of occupational diseases. The labour inspectorate is given new responsibilities to inspect safety and health conditions of workplaces and conduct on-the-spot inspections. Other important amendments deal with dangerous work for children; emergency exits; access to gangways and stairs for workers; mandatory use of personal safety equipment; notification of competent authority in case of incident; and provisions on social dialogue, trade unions and dispute resolution; and employers and companies responsibilities.

### **3.5 Law Related to Health and Safety of Women Garment Workers**

Regarding Law Related to Health & Safety of Women Garment employees. Labour Law regulates matters, such as, labour employment, remunerations, and conditions of work, trade unions, and labours management relations. They also social laws regulating such aspects as compensation for accident caused to a worker at work, fixation of minimum wages, maternity benefits, sharing of the company's profit by the workers, and so on. Most of these legal instruments regulate rights and responsibilities of the working people. With the growth and expansion of factories and industries subcontinent beginning in the mid nineteenth century, new avenues for employment were created, resulting in a gradual migration of the labour force from rural areas to mills and factories located primarily in urban areas. At that time, in the absence of any state control or organization of the workers, the employers were less concerned about needs of their employees; the work hours were too long, wages much belong the subsistence level, and the workers' employment conditions were unsatisfactory. The situation led to the enactment of a number of legislations beginning from the year 1881. These include, inter alias, the factories Act (1881), Workmen's Compensation Act (1923), Trade unions Act

(1926), Trade Disputes Act (1929), Payment of Wages Act (1936), Maternity Benefit Act (1939), and the Employment of Children Act (1938).

### **3.6 Establishments**

The Factories Act 1881 is the basis of all labour and industrial laws of the countries. It contained provisions even for hours of work of women and workers including that of minimum age for employment of children. After the International Labour Organization (ILO) was formed in 1919, this Act was amended and thereafter repealed, resulting in the promulgation of the Factories Act 1934, which remained in force till 1965, when the Factories Act 1965 was promulgated incorporating some provisions of the ILO conventions. The Act of 1965 applies to manufacturing establishments employing ten or more person with or without the aid of any mechanical power. It makes provision for women and juvenile workers. It also prohibits child labour, it limits work of a child in factories, including the seasonal ones.

### **3.7 Weekly Holidays Act**

The Weekly Holidays Act of 1942 prescribes one paid holidays a week for persons employed in any shop, restaurant or theatre (excepting those employed in a confidential capacity or in a position of management). The government is empowered to grant additional half-day holiday with pay in a week.

### **3.8 Relation of Industrial Rule**

The industrial Relations Ordinance of 1969, including the Industrial relations Rules of 1977 framed hereunder, provides for formations of trade unions and regulation of relations between employers and workers. At the time of the promulgation of this ordinance, there were three separate laws regulating the relations between employees and employers, namely the East Pakistan Trade union Act of 1965 which provided for the formation and functioning of trade unions, the East Pakistan Labour Disputes Act of 1965 which provided for investigation and settlement of labour disputes, and the East Pakistan Employment of Labour (standing orders).

The first two of the above acts were repealed by the ordinance of 1969. This ordinance provides for various ways of settlement of industrial disputes, which have been defined

in the Act of 1965, since public interest is involved in settlement of industrial dispute, adjudication as such through labour courts bears much importance. The labour courts play an important role for maintenance of industrial peace through settlement of issues on labour management problems, and hence they enjoy the confidence of both the employers and the workers.

Development of adjudication system was conceptual, brought in by the trade Dispute Act of 1929, which used to provide for investigation and settlement of trade disputes and for certain other connected matters. A court of enquiry consisted of an independent chairman and one or more independent persons appointed by the prescribed authority. To overcome the difficulties in the Act of 1929 some provisions were made in the Defence of India Rules, 1939 for adjudication of disputes between employers and their workers. This process continued till the expiry of the said Rules on 31 March 1947. The industrial Act, 1947 came into being on the 1st day of April 1947.

The Act provided for establishment of industrial tribunals by the appropriate government in British India. It established full-fledged industrial tribunals for adjudication of industrial disputes for the first time. Thereafter the East Pakistan labour Disputes Act, 1965 was promulgated with effect from September 1965. This law like the industrial Disputes Ordinance, 1959 envisaged constitution of courts under the name of labour court by the government. They also provided for appeal procedure similar to what was included in the Industrial Disputes Ordinance, 1959, against an award of the labour court to the labour appellate tribunal by the aggrieved party. The employment of labour (Standing Orders) ACT, 1965 provided for a grievance procedure for redress of individual grievance of any particular worker in respect of their employment or conditions of work or infringement thereof. This widened the scope of the labour Court and its jurisdictions to look into the grievances of individual workers in respect of their rights arising out of any matter covered by the said Act. This covers cases of illegal dismissal, discharge, lay off, retrenchment or termination of service by victimization for trade union activities or infringement of their rights covered by the said Act, and the court as such was vested with jurisdiction to provide effective remedy to the workers for any wrong done to them by the employer.

### **3.9 Condition of service**

Legislation concerning long-term policy, as a means of fostering economic stability and growth is relatively a new concept in labour law. There was almost no legislative regulation on the terms and conditions of employment of employed in shop, industrial or commercial establishment. The industrial Employment (Standing Orders ) Act, 1946 came into operation for first time requiring employers in industrial establishments employing 100 or more workmen to define the terms of employment of workmen in the form of standing orders which should be in general conformity with the model standing orders incorporated in the Act.

### **3.10 Wages**

The government of India set up an enquiry committee in 1926 to ascertain the loophole for irregularity of payment of wages to industrial workers. The royal commission on labour appointed in 1929 considered the reports and suggestions of the aforesaid enquiry committee and recommended for enactment for prevention of maladies relating to payment of wages resulting in the promulgation of the payment of Wages Act in 1939. It aimed, firstly, at disbursement of actual distributable wages to workers within the prescribed period and, secondly, to ensure that the employees get their full wages within any deduction. The Act was passed to regulate the payment of wages of certain classes of persons employed in industry.

### **3.11 Security of Social condition**

Constitutional provisions exist for only two contingencies, i.e. employment-related injuries and childbirth. The liability in both cases is entirely that for the employer. The Workmen's Compensation taka 400 per month, including all railway and other categories of workers specified in the Act e.g. workers engaged in factories, mines, plantations, loading or unloading, construction or repairs to mechanically propelled vehicles.

### 3.12 Women workers

The provisions regarding hours of work in the factories Act 1965 apply to workers of both sexes. The limit of nine hours in the case of women is subject to the restriction that no exemption regarding hours of work for women workers in the mines Act, 1923, which are limited to ten per day and fifty-four per week for surface workers and nine per day for underground workers. The employment of women underground, however, continues to be prohibited by regulations framed under the Act. The factories Act however stipulates that no women should be allowed to work in a factory except between 6 am and 7 pm. The government is empowered in respect of any class or classes of factories to vary these limits to any span of 13 hours between 5 am and 7-30 pm. Under the mines Act, 1923 women are prohibited to work in a mine either below or above ground between the hours of 7 pm and 6 am.

### 3.13 States of Occupational Safety & Health in Bangladesh

#### **Theoretical proposition:**

The occupational health and safety service in Bangladesh is still in the developmental stage. Here, the occupational health & safety refers mainly to the workers of industries but does not completely cover all occupations of the country. The main laws related to occupational health and safety in this country in the factory Act 1965 and the factory Rule of 1979. There are a number of other laws and regulations that also have some provisions related to occupational health and safety.

The constitution of Bangladesh recognizes productivity as a basic need for development and covers right to work and reasonable wages. Medicare and, disease and disablement. This constitutional police direction did not turn into a formal national occupational health and safety policy. For certain work environment factors, manufacturing process, machineries and toxic substances, the levels of concentration of substances in the air have been recommended by various international organizations and agencies. Which are considered to be safe, are implemented in the respective countries.

Lack of work environment standards and exposure limits for different hazards and lack of requirement for periodic structured objective driven medical examination are the major deficiency of the legislations in terms of occupational health and safety.

The laws in Bangladesh have been framed which requires employers to undertake corrective measures on occupational safety and health. Even with this inadequacies lack of awareness, training, non-compliances of the OSH standards by the employers, the negative involvement of the workers could not achieve the goal of providing safety and health to the workers as intended by the laws.

Regarding the compliances of labour laws in most the cases there is non-compliance of the laws. The non-compliance of the ILO conventions. Because the labour legislations in Bangladesh were prepared in-conformity with ratified conventions. Country's constitutions and in considering the socio-economic conditions. Therefore, non-compliance or non-implementations of labour laws have short-term and long-term effect on the economy of Bangladesh. However, certain adverse effects for non-compliance of conventions and legislations may be estimated in the following:

- a) The work place environment in factories and mills will turn into hazardous which may cause accidents and incidents.
- b) All accidents and incidents create human sufferings, having direct or indirect costs on the productivity and profits.
- c) The hazards, which are prevailing in the industries e.g. electric short circuit in the garment industry, fire in the garment industries are responsible for the occurrence of injuries and diseases, are mostly the outcome of the absence of good working conditions, absence of protective and preventive measures.
- d) The direct cost of preventing hazards is much smaller than the indirect costs of accidents and illnesses. Cost benefit analysis of an accident may give a clear picture of various items of loss. The productivity as well as the profitability of any industry largely depends upon how far the measures have been taken to prevent and illnesses in the industry.
- e) Therefore, the lack of implementations of legal provision i.e. the non-compliances of the ILO conventions in the work places not only cause less of the workers, it causes a huge loss to the employers and the nation as a whole.



### 3.14 The Concept of Employee's Health;

The well being of the employee in an industrial establishment is affected by accidents and by ill health-physical as well as mental. In this section, we shall discuss the need for healthy workers and health services to be provided by the management to ensure the continuing good health of their employees. We propose to examine employee's health from the following angles-physical health, mental health, noise control, AIDS, drug abuse and violence in work place. The protection of the health of the workers is a legal requirement too. Section 11 to 20 of the Factories Act, 1948 deal with the health of workers, which are mentioned below:

- ❖ Factory to be kept clean and free from effluvia and dirt (S.11).
- ❖ Arrangements to be made for disposal of waste and effluents (S.12)
- ❖ Adequate ventilation and temperature to be provided (S.13)
- ❖ Measures to be taken for prevention of inhalation or accumulation of dust and fume (S.14).
- ❖ Standards for artificial humidification to be fixed (S.15)
- ❖ Overcrowding related injuries to health of workers to be avoided. 9.9/14.2 cubic meters of space must be provided for each worker (S.16).
- ❖ Sufficient and suitable lighting must be provided in every part of the factory (S.17).
- ❖ Glazed windows to be kept clean. Measures need to be taken for prevention of glare and formation of shadows (S.17).
- ❖ Suitable points for wholesome drinking water must be provided. Drinking points to be legibly marked and located away from urinals. Water needs to be cooled if the number of workers is 250 or more (S.18).
- ❖ Latrines and urinals to be separately provided for male and female workers. They should be well lighted and ventilated (S.19).
- ❖ Sufficient number of spittoons must be provided. Whoever spits outside the spittoons shall be punishable (S.20).

Source: - South East Textiles(Pvt)Ltd.



Source: - South East Textiles(Pvt)Ltd.

### 3.15 A Physical Health

Ill health of employees result in reduced effectiveness, higher unsafe acts, and increased absence. A healthy worker produces results opposite to these. The worker who is healthy is always cheerful. Confident looking, and is an invaluable asset to the organization. A realization of the advantages, which flow from a healthy workforce, has impelled much management to provide health services to their employees, which vary from the simple provision of first-aid equipment to complete medical care.

1. Pre-hiring medical check-up for all employees.
2. First-aid treatment following an accident. Training in first-aid to all employees.
3. Treatment of minor complaints, such as cold, cough, facer and headaches.
4. Rehabilitation and job placement of seriously injured workers who have been cured but suffer from some disability.
5. Special examination of eyes, teeth and ears, when needed.
6. Special care of employees working in painting, welding and foundry sections where the risk of their health is greater.
7. Maternity and child welfare, including family planning. Adequate ventilation, good lighting, tree planting and good residential quarters.



Source: - South East Textiles (Pvt) Ltd.



### 3.16 A Mental Health

Recently employee's mental health mainly that of executives, has engaged the concentration of employees. There are reasons may be given for this increase. Physiological breakdown are common in contemporary because of pressures and tensions. Second, mental disturbances of various types result in reduced productivity and lower profits for the organization. Third, mental illness takes its toll through drug addiction, swift job change, and poor social and family bondage. A mental health service is generally rendered in the following ways.

1. Psychiatric counseling.
2. Co-operation and consultation with outside psychiatrists and specialists.
3. Development and maintenance of an effective human relations programmer.
4. Educational of company personnel in the nature and the importance of mental health.

Source: - South East Textiles (Pvt) Ltd.

### 3.17 The Concept of Employee's Safety

Safety means freedom from the occurrence or risk of injury or loss. Industrial safety or employee safety refers to the protection of workers from the danger of industrial accidents. An accident is an unplanned and uncontrolled event in which an action or reaction of an object, a substance, a person, or a radiation results in Personal injury. In this contest, it is useful to recollect the provisions of the Factories Act.1948 relating to safety. Sections 21 to 40 of the Act deal with safety. This safety provisions are absolutes and obligatory and the occupiers of every factory is bound to follow them.

- ✚ Provides that dangerous Part of every machinery must be securely fenced S.21.
- ✚ Stipulates that any young person or a woman should not handle machinery in which is in motion S.22.
- ✚ States that young person's should not be allowed to work on dangerous machines S.23.
- ✚ States that every factory must provide suitable striking gear S.24.
- ✚ States that no traversing part to be allowed to run within a distance of 45 centimetres from any fixed structure S.25.
- ✚ Requires that casting should be done in such a way as to prevent danger S.26.

- ✚ Stimulates that women and children should be prohibited from going near cotton openers S.27.
- ✚ States that hoists and lifts should be in good condition and should be examined once in every six months S.28.
- ✚ States that lifting machines, chain, ropes and lifting tackles must be in good construction and should be examined in every 12 months S.29.
- ✚ Requires that notice of maximum safe working speed of grindstone or abrasive wheel, etc, to be kept near the machine S.30.
- ✚ Stipulates that safe working pressure should not be exceeded S.31.
- ✚ Requires that in every factory all floors, steps, stairs, passages and gangways shall be of sound construction and be properly maintained S.32.
- ✚ States that pits, sumps and openings in floors must be covered or fenced S.33.
- ✚ States that no person shall be employed in any factory to lift or carry excess weight so as to cause him/her physical injury S.34.
- ✚ Mandates provision of goggles or lenses to protect eyes while working on machines, which cause damage to his/her eyesight S.35.
- ✚ Prohibits entry of any worker into any chamber, tank pit or pipe where any gas or fume is present S.36.
- ✚ Mandates that measures to be taken to prevent explosion on ignition of gas or fume S.37.
- ✚ Mandates that measures must be taken to prevent outbreak of fire and its spread S.38.
- ✚ States that where unsafe condition is reported, the inspector may serve a notice on the occupier to initiate suitable measures to restore safety S.39.
- ✚ States that where a factory employs 1000 or more workers. There must be a qualified welfare officer a(s) appointed to measure compliance of all the safety provisions S.40.

Source: - South East Textiles (Pvt) Ltd.

Eliminate the causes for accidents and industrial safety is ensured. An accident-free plant enjoys certain benefits. Major ones are substantial savings in costs, increased productivity, and moral and legal grounds.

### 3.18 Worker safety in the RMG industry

Fire is the continual crisis in our readymade garment (RMG) industry recently. Bangladesh has over 4,500 RMG factories, which employ more than four million workers and account for US\$19 billion in exports. The country's comparative advantage is low costs - the minimum wage for workers is a mere Tk3,000 (\$37) per month. As keeping costs low has been one of the keys to the sector's success in Bangladesh, there are strong disincentives to make necessary investments in worker safety. While improvements have been made over the years, the safety record of the Bangladesh RMG industry remains poor. There is some disagreement about the number of worker deaths in the industry. According to the Bangladesh Institute of Labour Studies, 431 workers died in 14 major fire incidents between 1990 and 2012.

However, according to Bangladesh Fire Department, garment workers were killed in 213 factory fires between 2006 and 2009 alone. Out of compliance. According to Section 62 of the 2006 Bangladesh Labour Law, the following standards are required for all RMG factories:

- ❖ At least one alternative exit with a stair connecting all the floors of the factory building.
- ❖ No exit can be locked or fastened during working hours.
- ❖ An effective and clearly audible means to warn of fires.
- ❖ Cleared passages providing access to each escape route.
- ❖ A fire drill at least once a year in each factory where more than fifty workers are employed. Several of these and other requirements were violated at Tazreen Fashions:
- ❖ The fire originated in the warehouse, which was improperly located on the ground floor beside the generators. If the fabric had been stored in an enclosed, fireproof room, as required by law, the fire could have been contained. Instead it not only spread but blocked the ground floor exit.
- ❖ The factory did not have any emergency fire exits that would have allowed workers to circumvent the ground floor fire.
- ❖ The factory failed to annually renew its fire certificate.
- ❖ The factory lacked a sprinkler system or an outdoor fire escape.
- ❖ Despite only having permission for a three-story building, the owners had added five extra floors to the building illegally.

- ❖ Some fire extinguishers did not function, and, despite fire drills, workers were not properly trained in fire extinguisher use or fire evacuation procedures. Perhaps more disturbing than these failings, was the response of the supervisors on the day of the fire. The supervisors dismissed the fire alarm and told the workers to continue working. The fire took around 30 minutes to spread, while it should have taken only five to seven minutes for the workers to evacuate the factory. In addition to demonstrating Tazreen's negligence, such extreme violations raise serious questions about Bangladesh's fire, building, and occupational health and safety regulators.



Source: - South East Textiles (Pvt) Ltd.

### 3.19 Analytical Framework: maintenance of health and safety of women garments worker:

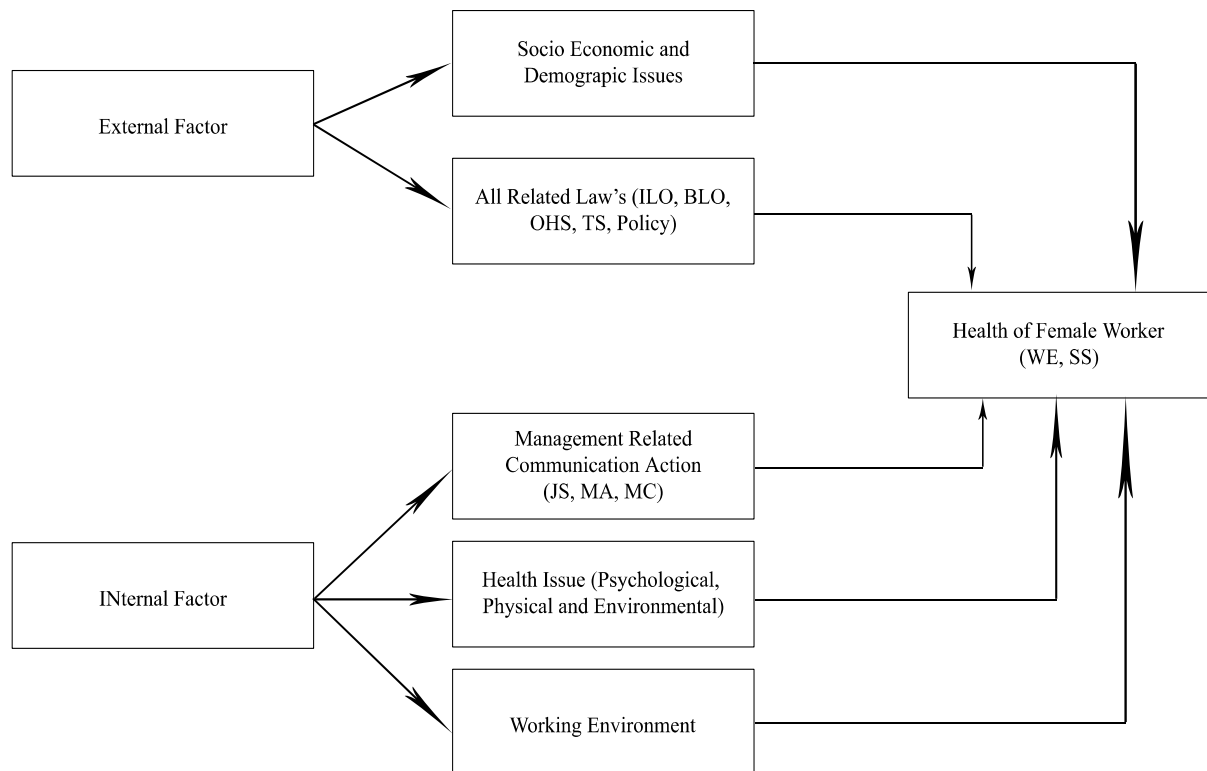


Figure: Analytical Framework

The analytical frame work has been developed for this research study based on the conceptual analysis, theoretical background and empirical studies. The model demonstrated the variables of maintenance of health and safety of women garment's worker (Figure 3.1). The analytical framework illustrated the maintenance of health and safety in South East Textile (Pvt) Ltd which maintains Occupational Health and safety, observe ILO and BLL.



## Chapter 4

### Methodology

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- 4.1 Methodology
- 4.2 Research design
- 4.3 Interview Method
- 4.4 Sampling Method
- 4.5 Procedures of Collecting Data
- 4.6 Analysis Procedure
- 4.7 Reliability and Validity
- 4.8 Ethical Consideration

## 4.1 Methodology

Based on this literature review, working conditions in the RMG sector are below standard according to the ILO, law enforcement is weak and HR and IR activities are absent. Initially this research was designed on the basis of primary data collection tools. While reviewing the literature and background history of the RMG growth, it was found that the key focus group (the garments workers themselves) was grossly illiterate and limited knowledge on human rights, working conditions and labour standards. On the other hand, most of the garments factories owners maintain good links with political parties and maintain a regimented environment in the factory through an alliance between the police force and their own security personnel. As result of researchers were prevented from visiting the factory. For this reason, we have ignored the direct data collection and surveys. Thesis papers, Newspapers, Online news and survey reports, garments Manufacturing Industries Annual reports, BGMEA Yearly report and Files. The data was collected through a number of techniques. According to Nachmias and Nachmias (1996 p 13) “A scientific methodology is a system of explicit rules and procedures upon which research is based and against which claims for knowledge are evaluated”. Method originally means the way to the goal. For using the required method in the different stages of the research, it is necessary to have a clear idea about the content and the purpose of the research (Kvale: 1996). This research needed both quantitative and qualitative method for collecting data and analyzing to reach the purpose.

## 4.2 Research design

With aim to determine and the relationship between dependent and independent variables the quantitative research apprehended. The relationship was expressed between variables using effect statistics such as correlations, relative's frequencies or means and percentage differences (Cresswell, 2003).The way-out of the overview of the research design has shown in flow-chart (Figure 4.1).

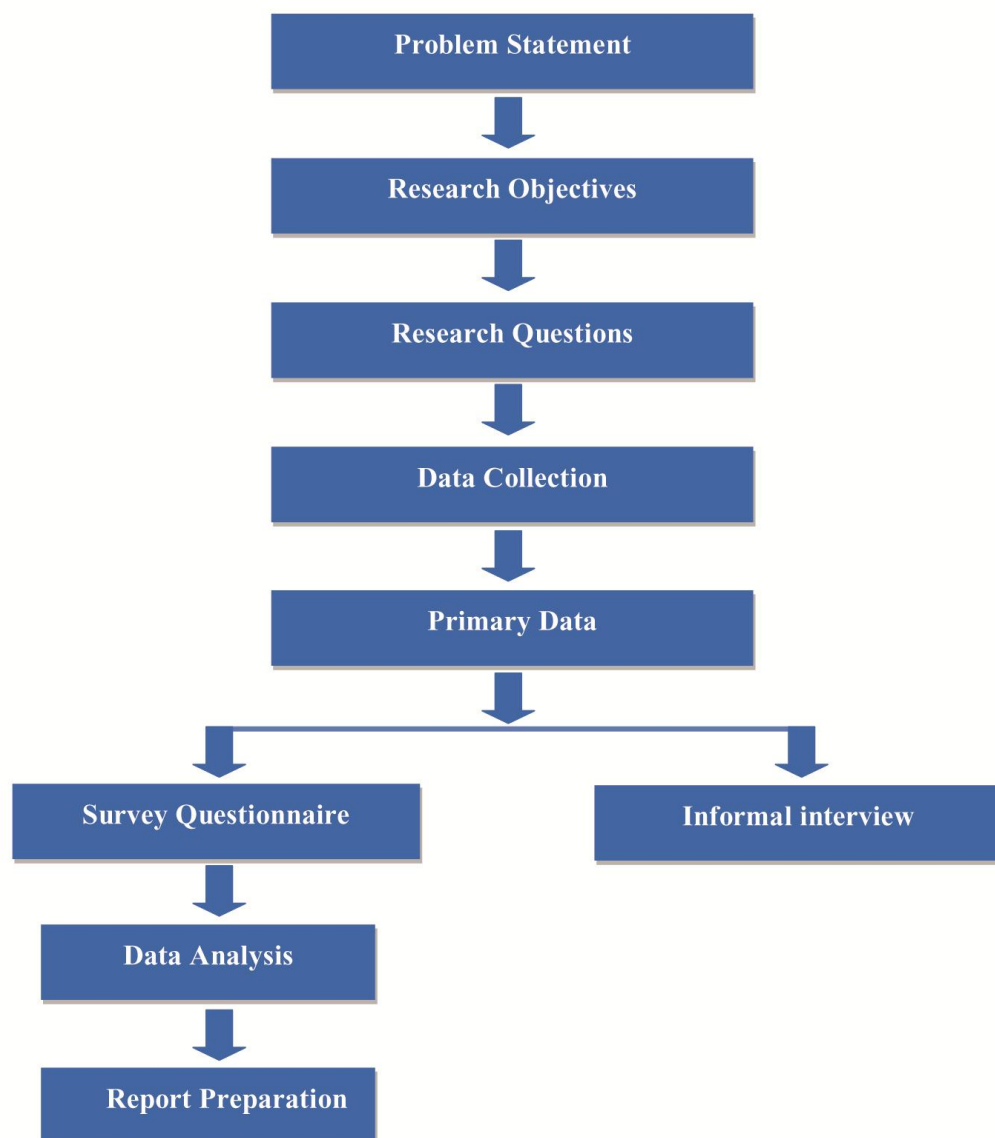


Figure 4.1 an overview of the research design and its components

### **4.3 Interview Method**

This research is based on output from primary data with a standard questionnaire.

The data collection included questionnaire survey. Though the questionnaire was structured still study accepted any kind of information and opinion of interviewees which they wanted to share with me. Since my target was to rely on garments workers opinion, we just count workers as my interview sample.

### **4.4 Sampling Method**

A purposive sampling method is used for this study. As a research tool, questionnaire survey was conducted on 80 female garments workers from South East Textile (Pvt.) Ltd.

### **4.5 Procedures of Collecting Data**

The workers were interviewed inside and outside the factory since it needed for their comfort. Interview place and time was fixed by workers. I and one data collectors recruited with minimum graduation degrees. We were trained on the research objective, data collection procedures, ethical issues of research method also the reliability and validity of the research procedure. We were sent to the field for three days of prior testing. We conducted the entire interview.

### **4.6 Analysis Procedure**

Analysis procedure is divided into three steps. In the first step the data was stored in the Computer and it was cross checked. In the second step the analyzing procedure was done through SPSS software research questions. At the last step finally it discussed the whole findings.

### **4.7 Reliability and Validity**

In a quantitative study it is easier to measure reliability of measuring instrument by getting same results with the same kind of method on the same population. Since the finding of this study is almost similar to our previous study it can be fair to say that research is reliable and valid.

## **4.8 Ethical Consideration**

According to Bulmer in Gilbert (2001) confidentiality and anonymity are two most important ethical issues. Those who worked in data collection procedure gave all the information regarding the research purpose to the entire interviewees. The research report is not using anyone's name. It ensured the confidentiality of interviewees.

## Chapter 5

### Data Analysis

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#### 5.0 Introduction

#### 5.1 Work Experience

#### 5.2 Level of Education

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#### 5.4 Respondent family member profession

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#### 5.7 Wage or Salary payment status

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#### 5.15 Descriptive pattern of working environment at industry

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#### 5.17 Regression Analysis

#### 5.18 Impact of health variables on working environment (coefficient)

## 5.0 Introduction

This chapter contains with data analysis, respondent profile basic information are provided in a tabular format, variable items consistence reliability test is performed and presented in tabular format as per variable concern. Descriptive statistics and higher level of statistic is done for this study to examine the research objectives and questions. Conceptual framework is tested as well to verify the relationship. Moreover ANOVA is done to examine the variables influences on dependent variable along with regression model.

## 5.1 Work Experience

Majority of the respondents (47.5%) worked experience are within 1 year. Based on the respondent years of experience, respondents are classified into four groups. Among the groups, over four years of experience are only 11.2%, while 13.8% are (3-4 years) and 27.5% are in (1-2 years) Table 5.1.

Table 5.1: Frequency distribution on work experience

	Frequency	Percent	Valid Percent	Cumulative Percent
0-1 years	38	47.5	47.5	47.5
1-2years	22	27.5	27.5	75.0
3-4 years	11	13.8	13.8	88.8
4+years	9	11.2	11.2	100.0
Total	80	100.0	100.0	

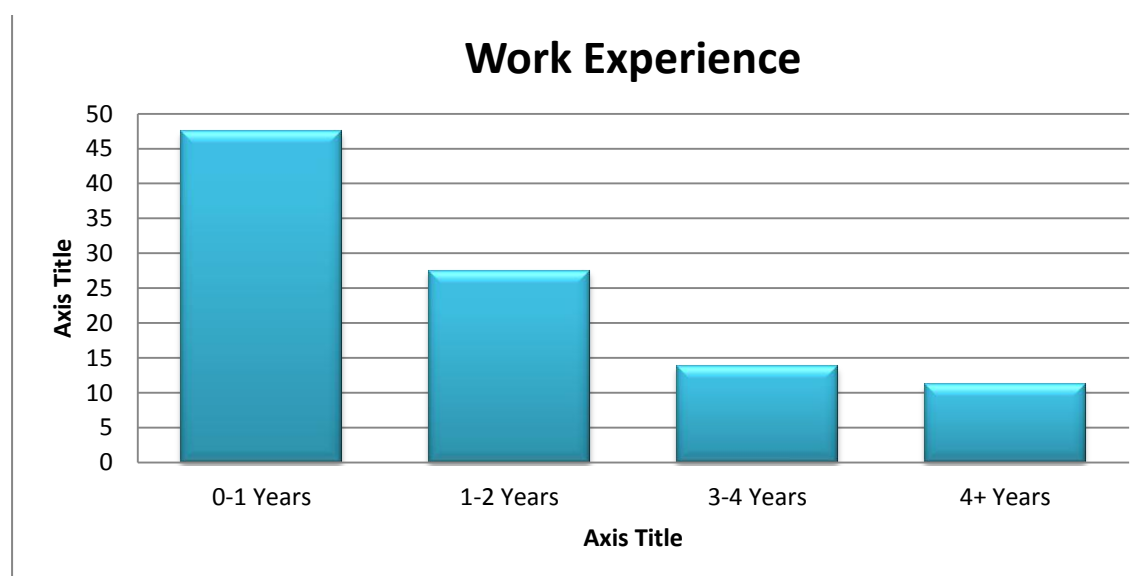


Figure 5.1: Frequency distribution on work experience

## 5.2 Level of Education

Respondent's educational distribution is divided into five groups. It is found that below class eight represent much (73.8%). Among the groups, the second highest number is in HSC. It is natural in Bangladesh garments industries employees or workers are not with higher educational qualification. Respondents are mostly at floor level worker position.

Table 5.2: Frequency distribution of educational level of the respondent

Educational level	Frequency	Percent	Valid Percent	Cumulative Percent
Below class 8	59	73.8	73.8	73.8
8-10 class	6	7.5	7.5	81.2
S S C	12	15.0	15.0	96.2
H S C	2	2.5	2.5	98.8
Others	1	1.2	1.2	100.0
Total	80	100.0	100.0	

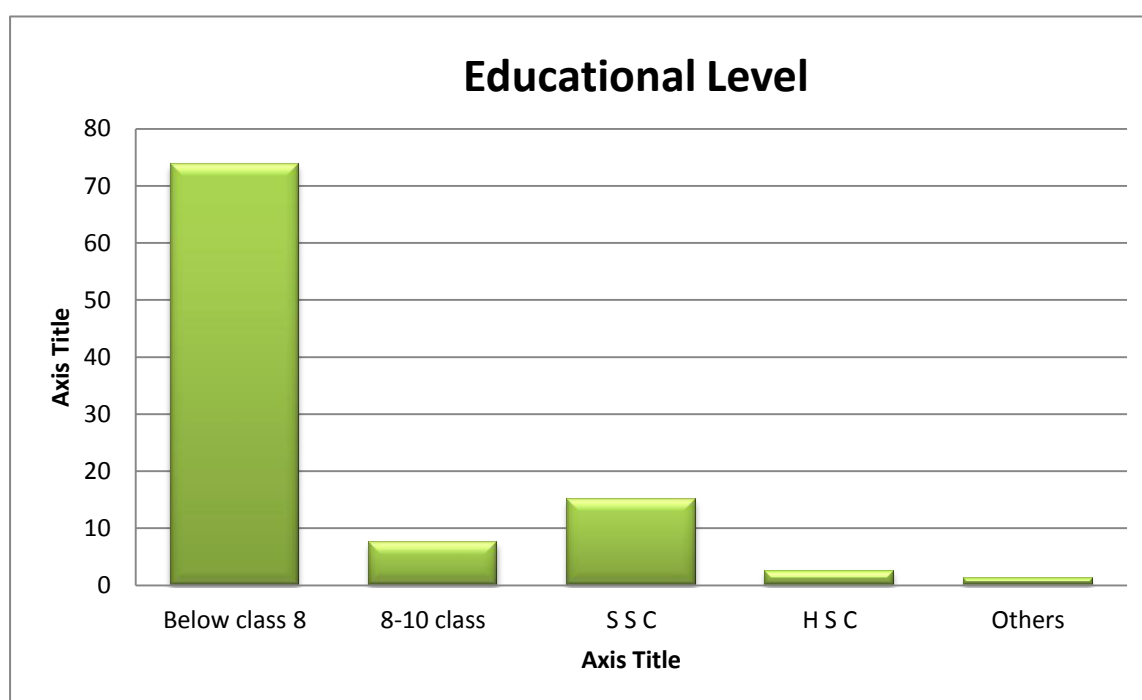


Figure 5.2: Frequency distribution of educational level of the respondent



### 5.3 Job Status

In practices, there is different kind of employees or workers are worked in the industries, some are permanent, some are apprentices, some are seasonal, semi-permanent etc. In this study industry, it is good sign that all surveyed respondents are holding their permanent job status. Thus, indicates that this industry or factory is practiced permanent employment status.

Table 5.3: Respondent job status

Job status	Frequency	Percent	Valid Percent	Cumulative Percent
Permanent	80	100.0	100.0	100.0

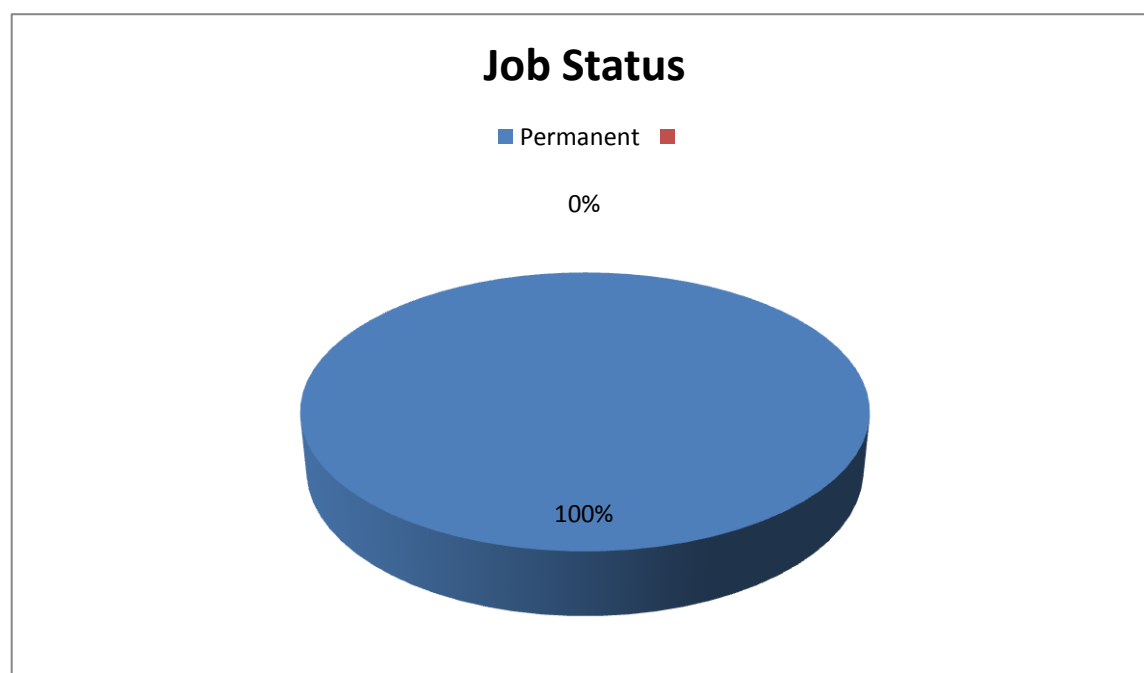


Figure 5.3: Respondent job status

## 5.4 Respondent family member profession

In the following Table 4 shows respondents family member profession. It is found in the respondent educational level that mostly factory workers are not highly educated. Here also found that mostly family member professions are not so well status such as agriculture farmer, daily labour, try cycle puller, street vendor (small business) and garment's worker. Frequency distribution shows that daily labour and garment workers represented same per cent 21.2%, it is also found that others professions category is the highest 35.0% representation.

Table 5.4: Respondent family profession

Family member profession					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Farmer	17	21.2	21.2	21.2
	Daily labour	5	6.2	6.2	27.5
	Rickshaw puller	2	2.5	2.5	30.0
	Small Business	11	13.8	13.8	43.8
	Garment's Worker	17	21.2	21.2	65.0
	Others	28	35.0	35.0	100.0
	Total	80	100.0	100.0	

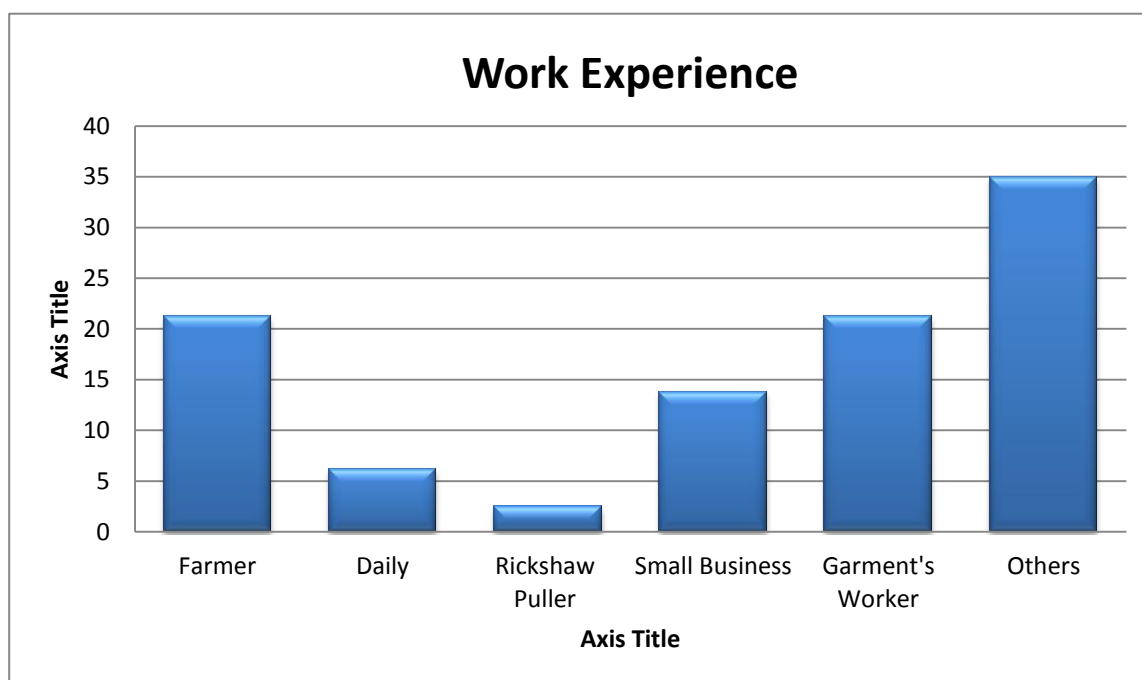


Figure 5.4: Respondent family profession

## 5.5 Women worker age

In the following Table shows the frequency distribution of women worker age. In Bangladesh basically worker starts their work at the age from 15 years. In this study results found that at the age group 15-20 year represents 22.5%, the first highest is 57.5% from the age group 21-25 years, and the lowest number is shown at the age group 31-35 year. Thus, this result indicates that more workers are engaged in the garment's factories at the age from 15 to 30 years mostly.

Table 5.5: Frequency distribution of women worker age group

Age group	Frequency	Percent	Valid Percent	Cumulative Percent
15-20 Years	18	22.5	22.5	22.5
21-25Years	46	57.5	57.5	80.0
26-30 years	14	17.5	17.5	97.5
31-35 years	2	2.5	2.5	100.0
Total	80	100.0	100.0	

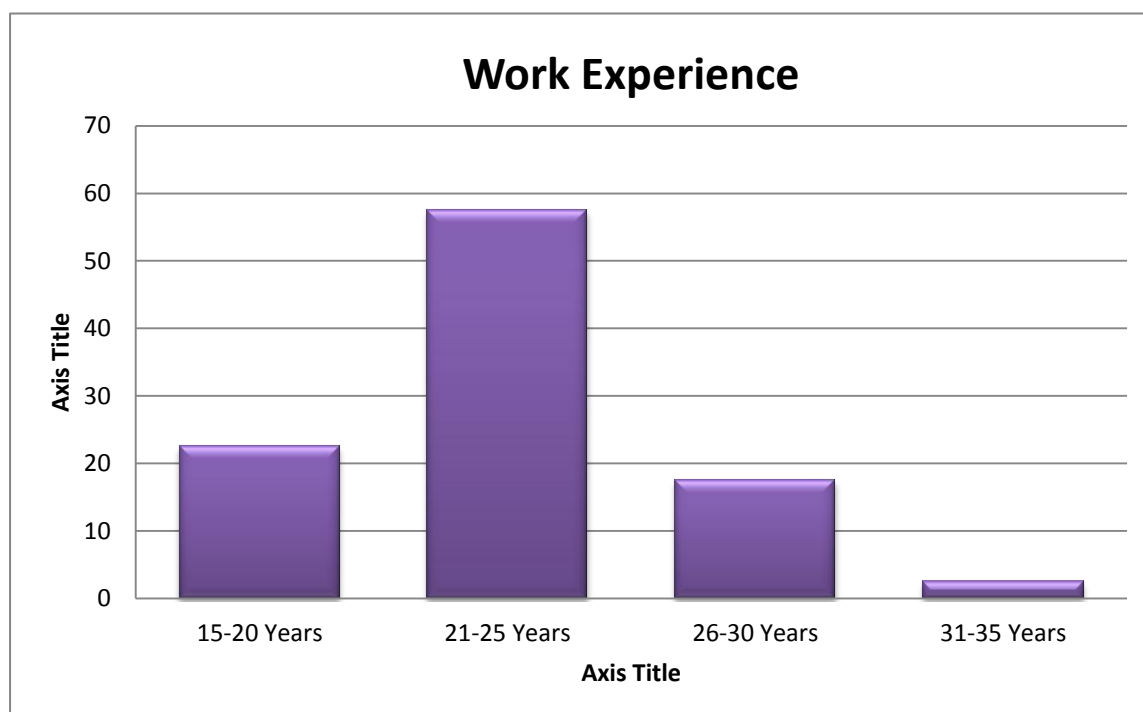


Figure 5.5: Frequency distribution of women worker age group

## 5.6 Salary status of the respondents

In the following Table respondents salary status is presented. In Bangladesh, the minimum wage is BDT 5,000. In the salary range category, it is found that most of the respondents are drawing BDT 6,420 is the highest (33.8%), the second highest is fallen BDT 5,300 (27.5%). In general it is found that entry level workers are more than other group. Also results reveal that experience staff or employee or worker is less.

Table 5.6: Respondent salary or wage

Salary range	Frequency	Percent	Valid Percent	Cumulative Percent
6805 BDT	9	11.2	11.2	11.2
6420 BDT	27	33.8	33.8	45.0
6042 BDT	16	20.0	20.0	65.0
5678 BDT	6	7.5	7.5	72.5
5300 BDT	22	27.5	27.5	100.0

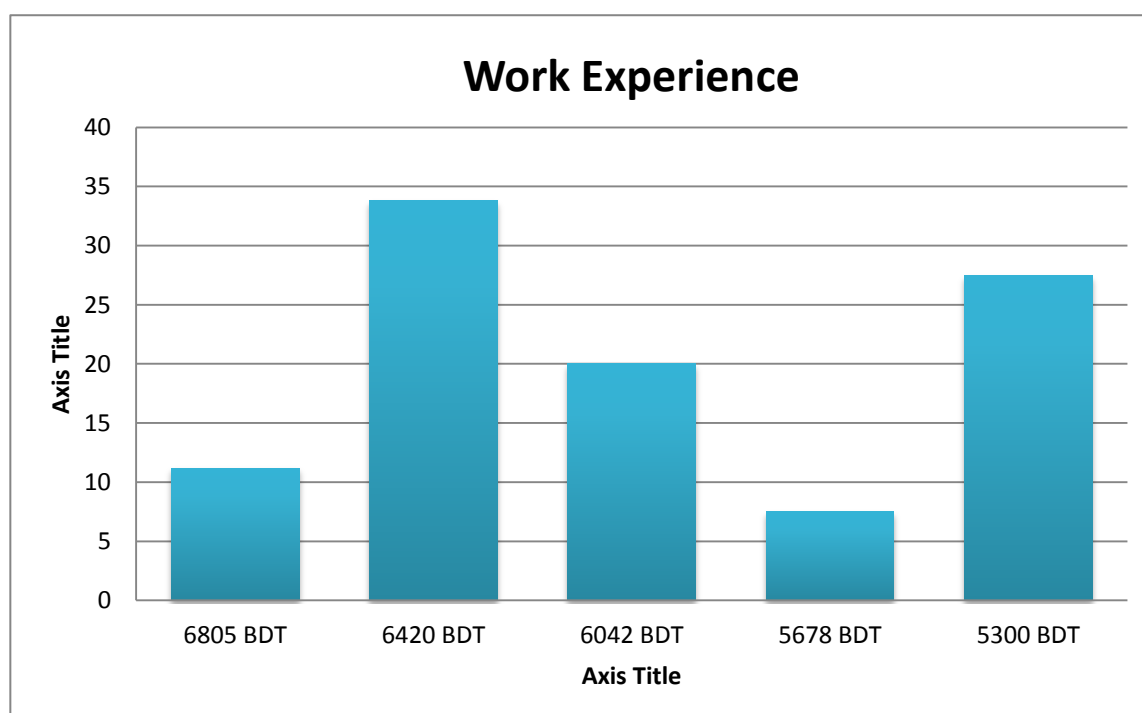


Figure 5.6: Respondent salary or wage

### 5.7 Wage or Salary payment status

In this study all the respondents opined that they are getting wage or salary in regular basis. This result revealed that surveyed factory does regular practices of wage or salary payment.

### 5.8 Working hour and over time benefit

In this study respondents are asked to give their opinion about working hour and over time benefit. All the respondents opined that they are happy with factory working hour and getting over time benefit regularly as per factory rule.

### 5.9 Cronbach Alpha Reliability Test for variables items

Other than demographic profile variable in this study some other independent and dependent variables are used to measure women worker benefits as per garment factory concerned. Variables items are verified with Cronbach Alpha value for items consistency. Cronbach Alpha coefficient test result for the attributes of this study from the range 1 to 0.724, this result is satisfactory level. In the following Table variable and item wise reliability test result is presented.

Table 5.7: Reliability Cronbach Alpha Test Result

Variable	Item	Item code	Cronbach Alpha value
MC	2	MC1 and MC2	1.00
SS	9	SS1, SS2.....SS9	.927
MA	4	MA1... MA4	.920
JS	4	JS1...JS4	.920
HI	5	HI1...HI5	.724

Table 5.8 represented descriptive statistics pattern of management communication mean value and standard deviation for South East Textile. The mean and standard deviation of measured items are 3.91 and 0.93 for organization management while 3.58 and 1.088 for worker involved in decision making regarding safety matters for workers. The mean value indicates that organization do considered for worker health and safety issues and gives value on worker decision on their safety and health issues.

Table 5.8: Descriptive result on management communication

Descriptive Statistics			
Variable items	N	Mean	Std. Deviation
Organization management communicates with us and listen you about health and safety issues	80	3.91	.930
Worker involved in decision making regarding safety matters	80	3.58	1.088

### 5.10 Descriptive pattern of Management Action from South East Textile

In the following Table mean and standard deviation values are presented on management action variable. Management action variable is measured with four components. The highest mean value of the measured item is 4.00 for 'health and safety measure exist' in South East Textile Ltd. The second highest mean value (3.79) is for 'management aware' for worker safety, while standard deviation is 0.807. The lowest mean value is for 'safety priority' for South East Textile Ltd, while standard deviation is 1.03.

Table 5.9: Descriptive statistics result on Management Action of South East Textiles (Pvt.) Ltd.

Items	N	Mean	Std. Deviation
Management is well aware of what they should do regarding safety	80	3.79	.807
Safety is a high priority for our organization	80	3.49	1.031
To me ,health and safety measure exist here	80	4.00	.857
We are aware of our safety committee members	80	3.59	.867

### 5.11 Descriptive statistics pattern on training and supervision in South East Textile Ltd regarding OHS

In the following Table descriptive pattern is presented, and Training and Supervision regarding OHS for South East Textile is measured with four components. It is found that all items mean values are more than 3 and having more than 1 standard deviation. Among the four items the highest mean score (3.71) is measured for ‘safe work procedure’. The second highest mean score (3.60) is for ‘company review work procedure regularly’. It is found that the lowest mean score (3.41) is for ‘received all kinds of safety training’.

Table 5.10: Descriptive result on training and supervision regarding OHS

Variable items	N	Mean	Std. Deviation
We received all kinds of safety training	80	3.41	1.027
We are always made aware of safety issues	80	3.48	1.006
We always follow safe work procedures	80	3.71	1.070
Our company reviews and updates our safe work procedures regularly	80	3.60	1.038

### 5.12 Descriptive pattern on Job satisfaction of South East Textiles (Pvt.) Ltd.

The Table demonstrated the mean and standard deviation for the indicators of ‘Job Satisfaction’ for South East Textiles (Pvt.) Ltd. This variable is measured with six items. It is found that the highest mean value (4.76) is for ‘promotion prospect and having low standard deviation (.428). The others items mean values are also very much satisfactory level.

Table 5.11: Descript statistics for Job satisfaction of South East Textiles

Variable items	N	Mean	Std. Deviation
Salary is sufficient in relation to job	80	3.13	.624
Labor management is favorable	80	4.15	.797
There are promotion prospect/scopes	80	4.76	.428
Salary is paid in time	80	3.94	.832
Environmental factors at work place are friendly	80	4.00	.857
The company provides reward or incentives for achieving target or personal performances	80	3.96	.849

### 5.13 Descriptive pattern of Safety Situation (ST) at South East Textiles (Pvt.) Ltd

In the following Table safety issues items are reported with their mean and standard deviation value. It is found that accidental report in written form has scored very low mean value (1.31). Others items mean value got more than 3, which indicates that south east industry do have concern for safety issues for the betterment of women workers.

Table 5.12: Safety situation in south east textile

Descriptive Statistics			
Variable items	N	Mean	Std. Deviation
There is safety policy in this organization	80	3.94	.832
There is Full-time safety officer	80	3.79	.896
Safety inspection is done regularly	80	3.88	.848
Accident -report is written in register	80	1.31	.805
To me ,Budget is enough for	80	3.94	.832



safety in this organization			
Fire drill is held regularly	80	3.81	.813
Despite fire drills, were properly trained in fire extinguisher use or fire evacuation procedures	80	3.65	1.069
There is a system of making workers aware of ensuring danger by proper announcement through loud speaker.	80	4.33	.978
Precaution against fire and explosions.	80	4.88	.460

### 5.14 Descriptive pattern on Health Issue

In the following Table presented mean and standard deviation for health issues items. South East industry does have good practices on health issues, except ‘dust and gases’ and ‘special care of eyes, ears and teeth’ for the women workers, these items scored low mean value 1.56 and 1.51 respectively. Other items scored high mean values.

Table 5.12: Descriptive statistics for health issues

<b>Descriptive Statistics</b>			
	N	Mean	Std. Deviation
Presence of dust and gases, which are injurious to health, in our work environment.	80	1.56	.499
All time medical facility for women garments worker(including first aid)prevails in this organization.	80	4.08	.759
Female doctor for women garments worker are available.	80	4.08	.759
Special examination of eyes, teeth and ears, when needed.	80	1.51	.503

Rehabilitation and job placement of seriously injured workers who have been cured but suffer from disability.	80	4.08	.759
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### 5.15 Descriptive pattern of working environment at industry

The Table 5.13 demonstrated the mean value and standard deviation for the indicators of working environment in south east industry for the women workers. Among the variable items the highest mean value is on ‘adequate lighting (4.50)’ and the lowest mean value is for ‘spacious working place (1.60)’.

Table 5.13: Descriptive statistics of working environment items

Descriptive Statistics			
	N	Mean	Std. Deviation
Adequate number of women wash room	80	3.84	.906
Cleanliness of wash room.	80	3.61	.789
Adequate lighting	80	4.50	.886
Adequate ventilation.	80	3.61	1.000
Desirable temperature	80	3.74	.964
Availability of pure drinking water	80	3.71	1.105
Cleanliness of pure drinking water.	80	3.62	.986
Cleanliness in your work place.	80	3.68	.925
Sufficient emergency exits.	80	3.66	1.055
Spacious working place.	80	1.60	.894
Quality of dining facility.	80	3.69	.908
Number of rest room.	80	3.71	.917
Number of day care.	80	3.66	.941

### Mean, Standard Deviation and Chi-square with significant among the variables

The SPSS 16 version program is used to analyze data. In the following table major variables are measured with mean, standard deviation and chi-square value.

Table 5.14: Major Variable Descriptive Statistics on (Mean Standard Chi-Square deviation)

Variables	N	Mean	Std. Deviation	Chi-square	Sig.
MC	80	4.0750	.75933	44.250	.000
MA	80	3.9594	.75624	55.100	.000
TS	80	3.9594	.75624	58.000	.000
JS	80	3.9896	.47906	22.025	.015
SS	80	3.8639	.58767	49.200	.000
HI	80	2.8062	.38969	23.125	.000
WE	80	3.8317	.66871	46.000	.013

### 5.16 Correlation among variables

Pearson correlation is used to find out the relationship among major variables of health and working environment issues at south east industry in regards to women workers. It is found that all variables are highly significantly correlated. Multicolliniarity test is not done for this study.

Table 5.15: Pearson correlation among the variables of health issues for women workers at South East Industry

Variable	MC	MA	TS	JS	SS	HI	WE
MC	1	.654**	.551**	.637**	.708**	.731**	.250*
MA	.654**	1	.539**	.747**	.745**	.674**	.602**
TS	.551**	.539**	1	.713**	.660**	.536**	.348**
JS	.637**	.747**	.713**	1	.900**	.684**	.569**
SS	.708**	.745**	.660**	.900**	1	.788**	.592**
HI	.731**	.674**	.536**	.684**	.788**	1	.390**
WE	.250*	.602**	.348**	.569**	.592**	.390**	1

\*\*, Correlation is significant at the 0.01 level (2-tailed).

\*, Correlation is significant at the 0.05 level (2-tailed).

## 5.17 Regression Analysis

In this regression analysis, major variables are entered with dependent variable. Statistical tool called SPSS programme is run for this analysis. Simple regression model is performed, and enter method is used.

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	HI, TS, MA, MC, JS, SS <sup>a</sup>		.Enter

a. All requested variables entered.

b. Dependent Variable: WE

In the following model summary (Model 1) shows that the model R value is 0.718, Where R-square value is 0.516 and adjusted R-square value is 0.476. Thus indicates that this equation is explained 47.6% of total variance explained.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.718 <sup>a</sup>	.516	.476	.57223

a. Predictors: (Constant), HI, TS, MA, MC, JS, SS

### ANOVA and Regression Model summary

Analysis of variance (ANOVA) shows that the model is significant. This ANOVA is drawn with dependent and independent variables. The correlation of coefficient between health variable and working environment is high (.718) and positive significant relationship.

ANOVA <sup>b</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25.469	6	4.245	12.963	.000 <sup>a</sup>
	Residual	23.903	73	.327		
	Total	49.372	79			

a. Predictors: (Constant), HI, TS, MA, MC, JS, SS

b. Dependent Variable: WE

### 5.18 Impact of health variables on working environment (coefficient)

Impact measured women health as independent variables with respect to working environment as dependent variable, the independent variables are namely 'MC'; 'TS'; 'SS'; 'JS'; 'MA'; and 'HI'. Here in coefficient result shows that MC, MA and SS variables have positive significant ( $p < 0.05$ ) influence on women working environment. MC has explained 41.6% of total variance and MA has explained 51% of total variance, and SS has explained 64.3% of total variance explained. Where, other variables have not significant impact on women working environment.

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.646	.668		.968	.336
	MC	-.363	.113	-.416	-3.198	<b>.002</b>
	MA	.574	.150	.510	3.823	<b>.000</b>
	TS	-.052	.113	-.054	-.458	.648
	JS	8.603E-5	.348	.000	.000	1.000
	SS	.811	.285	.643	2.849	<b>.006</b>
	HI	-.219	.252	-.127	-.868	.388

a. Dependent Variable: WE

## **Chapter 6**

### **Conclusion and Recommendation**

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6.1 Introduction

6.2 Conclusion

6.3 Suggested Outline of RMG Women Worker

6.4 Limitation of this study

## 6.1 Introduction

This chapter consists with study conclusion, some recommendation based on analysis and results, some suggestion for policy guideline in regards to Bangladesh RMG sector.

## 6.2 Conclusion

A significant proportion of female worker are joined in Bangladesh at RMG sector. Large scale entry of women into the labor market has been one of the most striking features of recent industrialization in our country Any kind of unwanted and unusual health hazards will make a disaster in country and total population. Health and safety is main responsibility of both government and company authority. There is a great scope to improve upon the existing health status of the workers; I order to raise a healthy economy for a nation. It can be said that no recommendation can be successfully if all actors, that is, the government of Bangladesh, garments employers, NGO and above all the workers do not work together. The current phases engaged by government as well as BGMEA presented several in taking OHS procedures in RMG factories in Bangladesh. The government as well as of garments factories must be more worried about manufacturing safety connected rules as well as guidelines.

The objectives of this research are: (1) To know working environment of the women Garment employees of South East Textiles; and (2) To examine the health and safety practice regarding the women Garment employees of South East Textiles (Pvt.) Ltd.

This study has conducted a questionnaire survey and in-depth interview. Survey questionnaire was in structured form, where interview was unstructured/semi-structured. Data were collected from South East Private limited RMG industry.

In this study it is found that women workers are not educated mostly under class eight. By profession they are mostly come from farmer family. It is remarkable that all the respondent of this study have their permanent job in South East Textile.

In this research study the variables are related to 'Management communication', 'Management action', 'Training and supervision', 'Job satisfaction', 'Safety issues', 'Health issues', 'Organizational environment', 'Working environment'. All these variables are measured with likert scale. Descriptive statistics specially mean and

standard deviation are find out in respect to variables, and correlation is also analysed among the variables to achieve study objectives. Apart from this regression analysis is done to get variables influences with women working environment in South East Textile.

### **6.3 Suggested Outline of RMG Women Worker**

South East Pvt Limited in the largest employer of women in the formal manufacturing sector. The owners have been described, alternatively, as risk-taking entrepreneurs of a modernizing economy and as oppressors of women in exploitative sweatshops. This article analyzes the literature to explore the social, political, and economic contexts of this class and how women's earnings affect household gender dynamics within a framework of exit and voice. It draws on interviews of these garment factory workers to explore how work has different meanings for workers of different classes and how these perceptions influence gender roles and practices within the household. The work has different meaning for women of different classes and those perceptions influence gender roles and practice within the household. Women from various class backgrounds are employed because they can be molded into compliant workers. The multi-class character of the workforce combined with the threat of layoffs prevents solidarity and makes unionization difficult. Some single women feel empowered by their earnings. Most married women are unable to leverage their income into greater decision-making power. But the income is essential for household welfare, and women need these jobs. Policy recommendations involve national and international actors; they emphasize crèches (day care center), savings, and severance pay at the garment factory level as well as the institutions of global living wages and working standing by the international labour Organization.

The health and safety issues covered in the reports are almost identical. They include excessively high temperatures – or very low temperatures in Bangladesh; dust; inadequate ventilation; Inadequate lighting; excessive noise; lack of fire-fighting equipment; blocked exists; bad sanitation; unhygienic canteens; and lack of drinking water. Apart from specific illness brought on by these conditions, many workers find it very difficult, if not impossible to take time off due to illness. Excessive working hours, or lack of work, sub-minimum wages and the denial of the right to organize and negotiate are all deeply interwoven. Increased flexibility leads to increased normalization



and job insecurity. While workers are afraid to losing their jobs they are more willing to accept lower wages in order to keep their jobs. When wages are low, workers have to work longer hours in an attempt to earn anything like a decent wage. Insecure jobs mean that workers are unable to organize, as they can lose their jobs for organizing. To get an urgent remedy from the stated weak points, it is suggested-

- ✚ Fire drill orientation and training should be introduced and practiced for caution of emergency.
- ✚ Some health regular treatment to be offered for the women workers.
- ✚ The companies should develop adequate promotional policy.
- ✚ The companies should be upgraded with the economic situation which can motivate the women garment workers.
- ✚ There should be together between management and workers in order to increase communication.
- ✚ Training program for women garment workers. Supervisors, quality checkers, quality controllers, production in-charge should be increased.
- ✚ Management communication and management action to be strengthen for the working environment.
- ✚ The government of Bangladesh should chase every pertinent illegal charge against the company in the situation of OHS based negligence.

## 6.4 Limitation of this study

The data obtained of this study are done in two stages. First of all observation method and secondly questionnaire methods are applied for this study. From the observation method output, the questionnaire is done for field survey/employee survey. Study analysis is based on only questionnaire method. Survey time took very little period, even observation is not done with longer time. Thus, one of the study limitations is time. There are many same industries in the same place, this study is not looked other industry. Even the sample size is not much enough.

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## Appendices

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Appendix 1: Survey Questionnaire

Appendix 2: Photograph

## Appendix 1: Survey Questionnaire



### **INSTITUTE OF GOVERNANCE STUDIES BRAC UNIVERSITY**

#### **MA in Governance and Development**

**2013-2014**

**Survey on: “Maintenance of Health & Safety of Women Garment Employees: A  
Study of Inter Stoff Apparels Ltd. Gazipur,Dhaka.**

### **Questionnaire**

[This study attempts to determine the maintenance of health and safety of women garments workers in my case study. I select Inter Stoff Apparels Ltd for my desertation.I am a student and researcher of MA in Governance and Development of BRAC University. I seek your kind help to collect some information. Your information will be used **only for academic purpose** and your personal **identity will not be disclosed**. Your kind cooperation in this aspect will be highly appreciated.]

**Question no-**

**(Only for researcher) Month:**

**Name:**

**Organization name:**

**Section 1:**

These following statements ask you and your socio economic and demographic condition.

**A. Socio Economic and Demographic condition:**

01	How many month/years have you work here?	0-1yr 1-2yr 3-4yr Above 4yr	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
02	Please mention your education level?	Up to class 8 8-10class S.S.C H.S.C Others	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
03	Is your job permanent in this factory?	Yes No	<input type="checkbox"/> <input type="checkbox"/>
04	Please mention your family member (Father/brother/husband) profession?	Farmer Daily labor Rickshaw puller Small business Garment's worker Others	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
05	Your age	15-20yrs 21-25yrs 26-30yrs 31-35yrs 36-40yrs 41-above	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
06	Your salary(according to national wage)		<input type="checkbox"/>
07	Payment of salary	Regular Irregular	<input type="checkbox"/> <input type="checkbox"/>
08	Working Hour	Day Evening Night	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
09	Overtime	Compulsory Optional	<input type="checkbox"/> <input type="checkbox"/>

## Section 2: Management Related

The following statements ask you about your management related in your organization. Please circle only one number that best reflects your opinion on following 5 point scale statement.(5= Strongly Agree, 4= Agree, 3=Neutral, 2= Disagree, 1= Strongly Disagree)

<b>Management Communication(MC):</b>						
<b>SL</b>	<b>Questions</b>	<b>Strongly Disagree      Strongly agree</b>				
MS1	Organization management communicates with us and listens to us about health and safety issues.	1	2	3	4	5
MS2	We are always made involved in decision-making regarding safety matters.	1	2	3	4	5

<b>Management Action(MA)</b>						
<b>SL</b>	<b>Questions</b>	<b>Strongly Disagree      Strongly agree</b>				
MA1	Management is well aware of what they should do regarding safety.	1	2	3	4	5
MA2	Safety is a high priority for our organization.	1	2	3	4	5
MA3	To me, health and safety measure exist here.	1	2	3	4	5
MA4	We are aware of our safety committee members	1	2	3	4	5

<b>Training and Supervision for OHS(TS) by Management</b>						
<b>SL</b>	<b>Questions</b>	<b>Strongly Disagree      Strongly agree</b>				
TS1	We received all kinds of safety training	1	2	3	4	5
TS2	We are always made aware of safety issues	1	2	3	4	5
TS3	We always follow safe work procedures.	1	2	3	4	5
TS4	Our company reviews and updates our safe work procedures regularly.	1	2	3	4	5

### Section 3: Health Related

The following statements ask you about your **health** related in your organization. Please circle only one number that best reflects your opinion on following 5 point scale statement. (5= Strongly Agree, 4= Agree, 3=Neutral, 2= Disagree, 1= Strongly Disagree)

JOB SATISFACTION(JS):						
Questions		Strongly Disagree Strongly Agree				
JS1	Salary is sufficient in relation to job.	1	2	3	4	5
JS2	Labour-management is favorable.	1	2	3	4	5
JS3	There are promotion prospect/scopes.	1	2	3	4	5
JS4	Salary is paid in time.	1	2	3	4	5
JS5	Environmental factors at work place are friendly.	1	2	3	4	5
JS6	The company provides reward or incentives for achieving target or personal performances.	1	2	3	4	5

Safety Situation (ST)						
SL	Question	Strongly Disagree Strongly agree				
SI1	There is safety policy in this organization.	1	2	3	4	5
SI2	There is Full-time safety officer.	1	2	3	4	5
SI3	Safety inspection is done regularly.	1	2	3	4	5
SI4	Accident-report is published and shared among the employee and notice board.	1	2	3	4	5
SI5	To me, Budget is enough for safety in this organization.	1	2	3	4	5
SI6	Fire drill is held regularly.	1	2	3	4	5



SI7	Despite fire drills, workers were not properly trained in fire extinguisher use or fire evacuation procedures	1	2	3	4	5
SI8	There is a system of making workers aware of ensuing danger by proper announcement through loud speaker.	1	2	3	4	5
SI9	Precaution against fire and explosions.	1	2	3	4	5

<b>Health Issue (HI)</b>						
SL	Question	Strongly agree      Disagree				
HI 1	There are presence of dust and gases, which are injurious to health, in our work environment.	1	2	3	4	5
HI 2	All time medical facility for women garments worker (including first aid) prevails in this organization.	1	2	3	4	5
HI 3	Female doctor for women garments worker are available.	1	2	3	4	5
HI 4	Special examination of eyes, teeth and ears, when needed.	1	2	3	4	5
HI 5	Rehabilitation and job placement of seriously injured workers who have been cured but suffer from some disability.	1	2	3	4	5

#### Section 4: Organizational Environment

The following statements ask you about your **Working Environment** in your organization. Please circle only one number that best reflects your opinion on following 5 point scale statement. (5=Excellent, 4=Very Good, 3=Good, 2=Bad, 1= Very Bad)

<b>01: Working Environment (WE)</b>						
SL	Question	Very Bad			Excellent	
WE1	Adequate number of women wash room	1	2	3	4	5
WE2	Cleanliness of wash room.	1	2	3	4	5
WE3	Adequate lighting.	1	2	3	4	5
WE4	Adequate ventilation.	1	2	3	4	5
WE5	Desirable temperature.	1	2	3	4	5
WE6	Availability of pure drinking water.	1	2	3	4	5
WE7	Cleanliness in your work place.	1	2	3	4	5
WE8	Sufficient emergency exits.	1	2	3	4	5
WE9	Spacious working place.	1	2	3	4	5
WE10	Quality of dining facilities.	1	2	3	4	5
WE12	Number of rest room.	1	2	3	4	5
WE13	Number of Day care	1	2	3	4	5

**Thank you for cooperation**

